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NEWSBYTES

Units called to fight fires

CHANNEL ISLANDS AIR NATIONAL GUARD STATION, Calif. — The 146th and 302nd Airlift Wings have joined the U.S. Forest Service and California Department of Forestry and Fire Protection to fight forest fires in the Los Padres National Forest 20 miles south of Big Sur, Calif.

The 146th, from Channel Islands and the 302nd, from Peterson Air Force Base, Colo., are two of only four Air Force units equipped and trained to support the Forest Service's modular airborne fire fighting systems. The MAFFS is a self-contained, fire-retardant dispersal unit that allows a C-130 Hercules to be quickly converted to fire-suppression duty.

Errors cause fatal crash

WASHINGTON — Investigation results of the April 8 crash of an MV-22 Osprey that killed 19 Marines pointed to human factors as the main culprit. The tilt-rotor MV-22 crashed during a training mission in Marana, Ariz.

Rapid descent was cited as the primary cause of the crash, Marine officials said. Other contributing factors include an unexpected 8- to 15-knot tailwind and crew deviations from their flight plan, which put them higher than expected.

ANG unit takes honors

GLENVILLE, N.Y. — The New York Air National Guard's 109th Airlift Wing won the Concourse d'Elegance Trophy at the Royal International Air Tattoo 2000, held at RAF Cottesmore, Rutland, England.

The International Air Tattoo featured more than 150 aircraft representing military forces from more than 30 countries.

'Air power decisive in Kosovo,' study reveals

By Tech. Sgt. Joe Bela
USAF News Service

RAMSTEIN AIR BASE, Germany (USAFENS) — History will show allied air power dealt the decisive blow to President Slobodan Milosevic's Serbian forces, according to the general in charge of analyzing NATO's victory over the former Republic of Yugoslavia.

With his initial report published and the pending release of a 10,000 page one-year study, Brig. Gen. John D.W. Corley, director of studies and analysis for Headquarters U.S. Air Forces in Europe, called Operation Allied Force an unqualified success; a clear victory for NATO. "But there was still room for improvement," he said.

"You have to remember Milosevic and his
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A-10A Warthogs take flight during an Operation Allied Force combat mission. A recently published Air Force study is calling OAF an unqualified success and a clear victory for NATO. The report revealed that in the tank category alone, there were 93 successful strikes.
photo by Senior Airman Greg L. Davis

JTF/SWA commander discusses EAF, Iraq

By Christopher Moore
20th Fighter Wing Public Affairs

SHAW AIR FORCE BASE, S.C. (ACCNS) — The more things change in Southwest Asia, the more they stay the same.

That's the word from Maj. Gen. Gene Renuart Jr., Joint Task Force-Southwest Asia commander.

He said while the Expeditionary Aerospace Force construct has changed the way units are deployed into the region, the mis-

sion is still very much the same.

"The EAF has been a major adjustment for us in Southwest Asia, but I think it's all been a change for the positive," General Renuart said. "The concept was implemented to put some predictability into the high ops tempo that all of our people have. EAF is now beginning to bear that fruit."

Eight of the 10 Aerospace Expeditionary Force units in the 15-month rotation have been deployed so far in the EAF's first cycle.

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Letters to the editor

U.S. Air Force Online News publishes letters based on their appeal to an Air Force-wide audience each week. Send your letter to the U.S. Air Force Online News staff by completing the online form at <http://www.af.mil/newspaper/>

Due to the number of letters, not all can be published.

Letters may be edited for grammar and length. Only letters accompanied by a valid name and email address will be considered.

A witch hunt of another kind

The new DOD guidelines regarding harassment of homosexuals in the services (July 26) constitute just another witch hunt for service members who have honest and justly held convictions or negative beliefs about the homosexual lifestyle. ... A closeted homosexual will only have to allege harassment or "inappropriate" comments in his or her presence to destroy the career of decent, honorable service members.

Lt. Col. Charles A. Nicholson
USAF, Retired

Unfair point spread

Since all Air Force members are titled "recruiters" by our senior leaders we all deserve two WAPS promotion points (July 19). How do you deal with the officers? They are "recruiters"

also. We all get points and the promotion system remains fair. Rewarding promotion points based on your job — and a volunteer job at that — is wrong.

Master Sgt. Tim Ouzts
Hickam AFB, Hawaii

A mile in my shoes

Regarding "Is recruiting really the toughest job out there?" (July 26), yes it is. We in recruiting haven't spent our entire careers here; we also know of the hardships you encounter day-to-day. ... Once you have walked in my shoes then maybe you will understand why the recruiting ribbon and promotion points are well-deserved. ... Step up and find out why recruiting duty is the hardest job in the Air Force.

Walter Overholser
Recruiter

Air Force Retention: What we can do to make a difference today

By Maj. Edward R. Kramer
Air Combat Command

HOLLOMAN AIR FORCE BASE, N.M. (ACCNS) — Air Force retention issues are a familiar topic in the media. Rates are monitored as high-interest items throughout the Air Force. Too often, however, we look toward our Air Force staff agencies and congressional leaders to improve our retention rates. Although our pay, benefits, entitlements and policies are developed and approved by higher headquarters and Congress, many retention issues can be actively addressed at the wing, group and squadron level. What are you doing to contribute? What can you do at your base to make a difference?

Retention Step #1: Assess how we're doing

Our Air Force has historically aimed for first term reenlistment rates of 55 percent, second term reenlistment rates around 75 percent and career reenlistments around 90 percent. Sadly, we're usually lacking the same data, and in some cases, the same interest, at base, group and squadron level. What are the re-enlistment rates for your

Air Force specialty code, work center, flight, squadron, or group?

In 2001, hundreds of people at your base are scheduled to make important career decisions regarding reenlistment. Every one of those people will choose to extend, separate, or reenlist. Those decisions for 2001 are being formed today. Many people say they make their career decisions 12 to 18 months before their separation date. People around you are forming critical career decisions today, this summer, this year. Do you know who they are in your work center, flight or squadron?

Retention Step #2: Provide career advice and information

Once we've identified our people who are approaching career decisions, what should be our most important retention goal? Is it to achieve a certain percentage of reenlistments? Of course not! Our top retention goal should be to simply provide all of our people, especially the ones scheduled to separate next year, with the information they need to make informed career decisions.

Timely, accurate career information is critical. The goal should focus on ensuring our people make their career decisions with the active assistance of their supervisors and career advisors. It sounds simple. Yet we continue to fall short in this area.

Who are career advisors? We all are. All supervisors, from the most recent Airman Leadership School graduate to our chief master sergeants, from lieutenants to generals, are career advisors. Yes, we can and should designate focal points at flight, squadron, group and wing level to help with career information. But one of the reasons we have fallen short is our failure to recognize our responsibilities — we are all career advisors.

Here's a typical, possibly familiar, scenario. A coworker is a year out from his date of separation. He makes his career decision with family and friends at home, on leave, on the telephone or around the dining room table. As the decision is solidifying we informally hear the news, "I heard he's getting out." The supervisor assumes his mind is made up and doesn't discuss career options with his subordinate. Or if he does it's too late, and the subordinate asks himself, "Where was his interest while my decision was being made?"

This article is available in its entirety online.



AF study to address base infrastructures

By Staff Sgt. Cynthia Miller
Headquarters United States Air Force

WASHINGTON — Keeping base infrastructure in line with the modernization of Air Force weapons systems and quality-of-life initiatives is the focus of a new study examining day-to-day operations of Air Force bases worldwide.

The Next Generation Installation Study, part of Air Force Secretary F. Whitten Peters' vision of aerospace integration, will evaluate future base investment requirements by analyzing existing bases and their missions, environmental factors, and relationships with local communities, according to Air Force officials.

"The Air Force has developed long-term investment plans for acquiring weapons systems but does not have a comparable process for infrastructure," said Jimmy G. Dishner, deputy assistant secretary of the Air

Force for installations. "NGI will give commanders the details they need to make adjustments (to base infrastructure) through consolidations.

"For years, we've looked upon our installations as closed environments," he said. "NGI will look through the prism of where we live, work and play to make sure that, as we look out to 2020, we will have a sense of community for our people, and, as opportunities come up for outsourcing, that we do it in a logical, business-like manner."

The cost of maintaining current bases is one of the driving forces behind the study.

"The Air Force has 160,000 homes that require upgrading to meet modern housing standards," Mr. Dishner said. "We cannot fund those (upgrades) with all the modernization items (F-22, CV-22, Joint Strike Fighter) we need to (fund); there's just not enough dollars to go around. It makes sense for us, as good business people, to

see if there's a better way we can lay those costs off and let someone else own, operate and maintain our houses."

To help gain an accurate picture of current Air Force base infrastructure, the NGI study will examine the joint use of land, ranges and air space; encroachment on bases by civilian development; environmental lawsuits; privatization; force protection; and the move toward the aerospace expeditionary force. The results will describe the "as is" condition of current bases and provide a template to be used for making future mission basing decisions.

The study, to be completed in 2001, is being conducted in four phases. The first phase, which began in July, will assemble the "as is" picture of current base infrastructures to establish a baseline.

This article is available in its entirety online.

'Air power decisive in Kosovo,' study reveals

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military power retreated from the Serbian province of Kosovo; the refugees returned to Kosovo. There was a set of accords, which Milosevic rejected prior to the start of Allied Force. In large measure, he accepted these accords some 78 days later," said the general during an interview last week at Einseidlerhof Air Base, Germany.

During the air war over Serbia, Air Force Chief of Staff Gen. Michael E. Ryan com-

missioned General Corley to collect and archive information on what was then an ongoing operation. With a background in both studies and analysis, General Corley arrived at Ramstein in late May 1999 to begin the documentation process. Under his direction, a 200-member studies and analysis directorate was established at Einseidlerhof.

"What's marvelous here is the willingness for this service to go forward and make an assessment of itself. This was a complex overall study," General Corley said. "We wanted to take an honest look at what had and had not been done right during this air war.

"No such data was available following Desert Storm. The archives created for OAF are a historic first," he said. "We probably approached 100 gigabytes of information. If we tried to lay out the pieces of paper, they would literally be miles and miles in length."

"We wanted to bring together everything that we possibly could, correlate and validate that information. Then we fuse it so that we can understand what the data really means because it's in the meaning that we're going to be able to determine what conclusions and recommendations are appropriate for this Air Force ... to continue to be as successful as it was during Operation Allied Force," he



An F-15 Strike Eagle refuels from a KC-135 during an air strike mission as part of Operation Allied Force. photo by Senior Airman Jeffrey Allen



Senior Airman Aaron Fontagneres (c), and Staff Sgt. John Rodriguez, 494th Fighter Squadron, RAF Lakenheath, England, load an MK-82 bomb on an F-15E Strike Eagle in support of Operation Allied Force. U. S. Air Force photo

added.

Although the study dealt with several facets of conducting the air campaign, one critical element of the report concentrated on the effectiveness of air strikes on ground targets during the war.

"We revealed in detail, category by category, the effectiveness of our air strikes on tanks, APCs (armored personnel carriers), self-propelled weapons, mortars and artillery," said the general.

This article is available in its entirety online.



AF declares victory in 'war on recruiting'

WASHINGTON — With the recent signing of the 34,000th enlistment contract, Air Force officials are declaring a victory in the "war on recruiting" but also emphasize there is still work to be done.

With 26,168 new airmen sent to basic training since the beginning of the fiscal year, the Air Force has enough contracts with new recruits to enter basic training by Sept. 30 to meet or exceed its annual goal.

"This is an indicator of how hard our recruiters are working," said Brig. Gen. (select) Duane Deal, Air Force Recruiting Service commander, "but we still have a huge challenge ahead of us."

"We also acknowledge while we have signed up the required number to enlistment contracts, we haven't truly met goal until the last one of those individuals arrives for basic training."

Last year, the Air Force missed its recruiting goal for the first time in 20 years. An

increase in the number of recruiters, targeted enlistment bonuses in hard-to-fill areas and months,

and a first-ever paid television advertising campaign contributed to this year's success.

"This is a great accomplishment for, not only our recruiters, but for the entire United States Air Force," said Secretary of the Air Force F. Whitten Peters. "We made recruiting a top priority this year and are pleased to see the initial fruits of our labor. However, we won't let up; we will continue to work hard to reach both our future recruiting and retention goals."



Even with 34,000 sign-ups in hand, recruiters are still working to recruit additional candidates in anticipation of cancellations and to begin filling an expected 34,600 new jobs for next year. photo by Staff Sgt. Andy Dunaway

In addition to increasing its overall manning, the Air Force deployed 100 recruiters from headquarters and staff positions for 90 days, recalled 170 former recruiters to serve 120 days on temporary duty status and deferred assignments for nearly 100 recruiters. This boosted its number of "on the street" recruiters from less than 900 last fall to about 1,300 current recruiters.

This article is available in its entirety online.

JTF/SWA commander discusses EAF, Iraq

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Looking back, General Renuart said the Air Force has come a long way.

"Is it a success? A qualified yes," he said. "Qualified because we are still really working out the very significant details that it takes to make this work smoothly."

The general said the initial implementation had some lessons learned and those problems were fixed in succeeding rotations.

"We're now preparing for AEF 9 and I think it will be at 90-95 percent solution rate," he said. "We've come from about a 60-percent rate on AEF 5, to about a 75-percent rate with AEF 7. After AEF 9, I think we can stand up to our people and say it's up and running and all the major bugs are worked out."

General Renuart said the EAF has done

great things, especially for the quality of life for Air Force people who make up the AEFs.

"People now have the ability to see into the future and know that during a certain window they are committed to one of the contingency areas," he said. "They know they can plan leave, family activities or TDYs (temporary duty assignments) to school — all of these things that were so difficult under the lack of a system that we had prior to EAF."

While the EAF construct has helped improve quality of life for people before and after they deploy, quality of life improvements are abundant at the deployed locations as well.

"The quality of life across the theater has made great strides," he said. "The dorms at PSAB (Prince Sultan Air Base, Saudi Arabia)

are the keystone of great quality of life."

There is an expansion planned for the fitness center facilities and theater at PSAB, but that's just the tip of the iceberg, the general said.

"At Al-Jaber AB, we're making great progress in moving everyone out of tents. We'll begin construction in Ali Al-Salem in the next few months that will also move people out of tents," he said. "At our three major locations, we'll be making tents a memory and not a reality."

Changes in how people deploy to SWA and how they live there are many, but one thing has stayed the same - the mission.

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